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Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 EURE-00 AID-05 CEA-01 CIAE-00 COME-00

EB-07 EA-06 FRB-03 INR-07 IO-10 NEA-09 NSAE-00

OPIC-03 SP-02 TRSE-00 CIEP-01 LAB-04 SIL-01 OMB-01

STR-04 OIC-02 ABF-01 L-02 /082 W
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P R 121549Z MAY 75
FM USMISSION OECD PARIS
TO SECSTATE WASH DC PRIORITY 7003
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E. O. 11652: N/A
TAGS: AORG, OECD, NATO
SUBJECT: 1974 GENERAL REVIEW OF SALARIES FOR THE
COORDINATED ORGANIZATIONS

REF: A) STATE 103394; B) USOECD 10561, C) USOECD 9612

1. SUMMARY. AT WP-12 MEETING, THERE WAS NO MOVEMENT POSITIONS ON PROPOSAL FOR STANDARD OF LIVING INCREASE FOR STAFF MEMBERS OF COORDINATED ORGANIZATIONS. /PP PROPOSING COST OF LIVING FORMULA TO CCG THAT WOULD DECREASE COST OF LIVING CHANGES SO INCREASES IN NET INCOME WOULD BE CLOSER TO THE NET LEVEL RECEIVED IN NATIONAL ADMINISTRATIONS. END SUMMARY. ACTION REQUESTED: REQUEST AUTH ORIZATION TO APPROVE STANDARD OF LIVING INCREASE FOR B AND C GRADES AND WASHINGTON COMMENTS ON PROPOSED PROCEDURE FOR COST OF LIVING INCREASES.

2. DELEGATIONS IN WP CONTINUED REAFFIRM THEIR POSITIONS ON PROPOSED STANDARD OF LIVING INCREASE (REFS B AND C). WITH EXCEPTION US AND GERMANY, OTHER DELEGATIONS WILLING ACCEPT STA NDARD OF LIVING INCREASE FOR A AND L GRADES AT
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AVERAGE BUDGET CHARGE OF 2.5. PROPOSED STANDARD OF

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LIVING INCREASES FOR B AND C GRADES RANGE FROM THREE TO SIXTEEN PERCENT IN BELGIUM AND FROM FIVE TO FIFTEEN PERCENT IN FRA NCE. THESE INCREASES ARE BASED ON SALARY SURVEYS IN HOST COUNTRIES THAT HAVE BEEN REVIEWED BY REPRESENTATIVES OF HOST COUNTRY AND REFLECT THE REDUCTION MADE BY WORKING PARTY.

3. AS RESULT EXTENSIVE DISCUSSIONS BETWEEN DELEGATES PRIOR WP MEETING (FRANCE, GERMANY, BELGIUM, //ETHERLANDS AND US) A FORMULA FOR REDUCING COST OF LIVING A DJUSTMENT WAS DEVELOPED DURING WP-L2 MEETING THAT WAS SUPPORTED TO SOME EXTENT BY ALL BUT CANADIAN DEL. WP PROPOSES FORMULA FOR REDUCING COST OF LIVING ADJUSTMENTS SO THAT NET INCREASES IN COST OF LIVING ADJUSTMENTS WILL BE MORE IN ACCORD WITH INCREASES IN NET INCOME IN NATIONAL ADMINI-STRATIONS. FOLLOWING DESCRIPTIVE FIGURES ARE DRAWN FROM PRESENT SCALE FOR FRA NCE: A) NONPROFESSIONAL STA FF - GRADES C1 TO C4 AND B1 AND 2, ANNUAL BASE SALARY UNDER 31,000 FRANCS - GRANT FULL COST OF LIVING INCREASE; B) SENIOR NON-PROFESSIONAL STA FF AND LOWEST PAID PRO-FESSIONAL STAFF - GRADES C5 AND 6, B3 TO 5, L1 AND A1, ANNUAL BASE SALARY RANGE FROM 36,000 TO 56,000 FRANCS - GRANT 90 OF COST OF LIVING INCREASE; C) LOWER LEVEL PROFESSIONAL STAFF - GRADES B6, L2 A TO 4 AND A2 AND 3, ANNUAL BASE SALARY RANGE FROM 60,000 FRANCS TO 93,000 FRANCS. GRANT 85 COST OF LIVING INCREASE; D) MIDDLE AND HIGHER LEVELS PROFESSIONAL STAFF - GRADES L5, A4 TO 7, ANNUAL BASE SALARY RANGE FROM 99,000 FRANCS TO L50,000 FRANCS - GRANT 75 OF COST OF LIVING INCREASE.
4. ALTHOUGH THERE IS INCREASING MEASURE OF SUPPORT FOR ESTABLISHING PERCENTAGE LIMITS ON COST OF LIVING INCREASES THERE IS STILL MAJOR DISAGREEMENT ON SPECIFIC A SPECTS OF IMPLEMENTATION; A) FREQUENCY - MOST DELEGATIONS HAVE

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EXPRESSED DESIRE HAVE AUTOMATIC PROCEDURE FOR GRANTING
COST OF LIVING SALARY ADJUSTMENTS EVERY SIX MONTHS
(JULY 1 AND JANUARY 1) ON BASIS OF FIRM STATISTICS FOR
FIRST 4 OR 5 MONTHS AND ESTIMATED FIGURE FOR LAST
MONTH(S). IN BILATERAL DISCUSSIONS, U.S. REP TO CCG
HAS NOT RECEIVED ANY INDICATION SUPPORT FOR MAKING
ADJUSTMENTS DISCRETIONARY. ONLY U.S. AND GERMANY HAVE
CALLED FOR HAVING FULL SIX MONTH COST OF LIVING
STATISTICS AVAILABLE PRIOR CONSIDERING BI-ANNUAL SALARY
ADJUSTMENTS; B) EFFECTIVE DATE - U.S. AND UK HAVE PRESSED
FOR PROPOSED COST OF LIVING FORMULA TO BE APPLIED AT
EARLIEST POSSIBLE DATE SUCH AS ANNUAL REVIEW SCHEDULED
JULY 1, 1975 WHILE GERMANY AND BELGIUM FAVOR HAVING JULY
ANNUAL REVIEW UNDER EXISTING PROCEDURE AND INSTITUTING
ANY NEW PROCEDURE AT TIME OF SEMI-ANNUAL REVIEW ON
JANUARY 1, 1976; C) APPLICABILITY TO PENSIONERS -
GENERAL CONSENSUS IS TO RECOMMEND FULL COST OF LIVING
ADJUSTMENTS FOR PENSIONERS; D) EXCEPTIONAL REVIEWS -
MOST DELEGATIONS WILLING CONSIDER GRANTING EXCEPTIONAL
COST OF LIVING ADJUSTMENTS FOR SALARIES PROVIDEDN EIGHT
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TO TEN PERCENT THRESHHOLD RATE HAS BEEN EXCEEDED DURING
FIRST FIVE MONTHS OF SEMI-ANNUAL REVIEW PERIOD.

5. KUNZIG (NATO) AND BERLINE (OECD) OPPOSED ANY CHANGE
IN EXISTING COST OF LIVING PROCEDURES AND WILL LIKELY
CONTINUE OPPOSE PROPOSED NEW PROCEDURES IN SUBSEQUENT CCG
AND COUNCIL DISCUSSIONS.

6. ADDITIONAL INFORMATION REQUESTED IN PARA. 3, REF A),
BEING PREPARED BY SECRETARIAT AND WILL BE POUCHED TO
EUR/RPE.
TURNER

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